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Oracle E-Business Suite R12.1 Human Capital
Management Essentials Exam

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QUESTION NO: 1

Payroll has completed, but the payroll process is in incomplete status. The pre-payment process is run. ?

- A. The pre-payment process will not process any employee.
- B. Prepayments are processed only for those employees whose payroll process status is Incomplete.
- C. Pre-payments are processed only for those employees whose payroll process status is Complete.
- D. Prepayments are processed for all the employees for whom payroll was run.
- E. Pre-payments will be processed for all the employees with default payment method.

Answer: C

Reference: Oracle Human Resources Management Systems Payroll Processing Management Guide, Payroll Processing and Analysis

QUESTION NO: 2

HR department of the XYZ company has two types of users: HR Administrator and Head of Department (HoD), using the HR Executive and HR Manager responsibilities, respectively. The HoD wants to ensure that the HR Administrator has read-only access to the Grade Description form (Navigation: Work Structures > Grade > Description). Assuming that the Grade Description form and Taskflow associated with both the responsibilities are different, how can this be done?

- A. Add the parameter QUERY_ONLY=YES to the Grade Description form associated with the HR Executive responsibility.
- B. Create a new form using Custom form (Navigation: Security > Customform) under the HR Executive responsibility with the specific restrictions.
- C. Use HR Security profile to make the Grade Description form as read-only.
- D. HR Forms cannot be made read-only.
- E. Exclude the Grade Description function in the HR Executive responsibility.

Answer: B

Explanation:

QUESTION NO: 3

In Core HR, how can an organization capture all the recruitment activities for the current financial

year within a parent recruitment activity?

- A. Create the parent recruitment activity. While creating the child recruitment activities specify the parent recruitment activity in the 'Within Recruitment Activity1 section.
- B. Attach multiple recruitment activities to the same requisition.
- C. Attach multiple recruitment activities to the same vacancy.
- D. While creating the child/parent recruitment activities check the primary flag for the parent recruitment activity.
- E. A recruitment activity cannot be linked to any other recruitment activity.

Answer: B

Explanation: Explanation

Use the Recruitment Activity window to define either single recruitment activities or groups of activities. You can associate a recruitment activity with an organization and with one or more vacancies. You can record and monitor the cost effectiveness of any activity, or group of activities.

Reference: Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide, Recruitment and Hiring

QUESTION NO: 4

An element exists with the classification, "Tax Deduction." The element is not appearing in the Adjust balance element list. Identify two reasons for this.

- A. Adjustment cannot be done for the Element classification "Tax Deduction."
- B. A valid element link is not created.
- C. The element must have an input value of the type date.
- D. If a Payroll is run for the effective date, then the element will not be available in the List of Values (LOV).
- E. The element creation date is later than the current effective date.

Answer: B,E

Explanation:

QUESTION NO: 5

Identify the two tasks that can be performed in Compensation Workbench (CWB)

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- A. Set Budgets**
 - B. Review and Submit**
 - C. Change Supervisor**
 - D. Change Cost Center**
 - E. Change Job**

Answer: A,B

Explanation: Typically, there are five tasks performed in CWB :

- * Set Budgets
- * Review and Submit
- * Allocate Compensation
- * Manage Approvals
- * Employee Statements

Reference: Compensation Work Bench, An Overview

QUESTION NO: 6

For a new employee, the Assignment and Element related data was updated into the system. After the payroll and the post payroll processes were run, it was found that the employee's Bank Account Information was not entered into the system. Assuming that no Override Payment Method was specified while running the Prepayment Process, what Payment Method would the system use for the new employee?

- A.** The prepayment process would error out for the employee since the employee's Bank Account Information has not been added to the system.
- B.** The employee would be paid by the Default Payment Method associated with the payroll of the employee.
- C.** The employee would be paid by the Default Payment Method associated with the Consolidation Set.
- D.** The employee's Pre-Payment will not be processed.
- E.** The employee would be paid by the Default Payment Method associated with the Business Group.

Answer: B

Explanation:

Payment Methods are defined for each Payroll with a Default specified. This default is used when the Payroll is associated with the employee and no personal payment method information has been entered for the employee